UNITED ACADEMICS PROPOSAL

ARTICLE 11
ACADEMIC STAFF RATIOS

Preamble. Both the American Association of University Professors and the American Federation of Teachers have issued policy statements calling on universities to limit their reliance on non-tenure-track faculty at the expense of tenure-related faculty positions. Accordingly, both organizations have made recommendations on the proportion of faculty appointments that should be made as non-tenure track appointments.

In the 2007 document titled “Non-Tenure Track Faculty: University of Oregon Document on Policies, Procedures, and Practices” issued by the Office of Academic Affairs, the University Administration affirmed that reducing the proportion of NTTF appointments was a worthy goal and acknowledged that current university practices exceed recommended proportions.

Section 1. The University Administration will publish on the Academic Affairs website the current NTTF:TT ratio at the university, the ratios for the last ten (10) years and the goal ratio for next year.

Section 2. The University Administration will work with the Union to establish goal ratio(s) for the next ten (10) years, which will be published on the Academic Affairs website.